

Comparisons of Job Characteristics

Focus Occupation: Arbitrators, Mediators, and Conciliators (23-1022)

Associated Occupation: Compensation, Benefits, and Job Analysis Specialists (13-1072)

Compare Knowledge

Compare Skills

Compare Abilities

Compare Detailed Work Activities

Compare Tools and Technologies

<<	Focus occupation element is much lower
<	Focus occupation element is lower
0	Focus occupation element is at a similar level
>	Focus occupation element is at a higher level
>>	Focus occupation element is at a much higher level

Knowledge

Similarity of Focus Occupation to Associated Occupation: 74

Focus Occupation: Arbitrators, Mediators, and Conciliators (23-1022)

Associated Occupation: Compensation, Benefits, and Job Analysis Specialists (13-1072)

Associated Occupation's Key Knowledge Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating	Evaluation of Focus Occupation
Personnel and Human Resources	5.6	19.1	13.2	<< Extensive education and/or training may be required
English Language	11.2	15.4	16.6	0 Current knowledge level may be sufficient
Mathematics	9.2	12.4	10.3	< Expanded education and/or training may be required
Administration and Management	8.4	12.2	10.1	< Expanded education and/or training may be required
Law and Government	5.9	9.4	15.0	>> Current knowledge level is likely more than sufficient
Economics and Accounting	4.4	7.5	7.0	0 Current knowledge level may be sufficient

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.

Skills

Similarity of Focus Occupation to Associated Occupation: 81

Focus Occupation: Arbitrators, Mediators, and Conciliators (23-1022)

Associated Occupation: Compensation, Benefits, and Job Analysis Specialists (13-1072)

Associated Occupation's Key Skills Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating	Evaluation of Focus Occupation
Active Listening	11.0	14.2	17.0	> Skill level is likely sufficient
Critical Thinking	10.8	13.8	14.3	0 Current skill level may be sufficient
Systems Analysis	6.5	11.0	7.5	<< Extensive development of skills in this area may be required
Operations Analysis	5.0	10.6	6.2	<< Extensive development of skills in this area may be required
Mathematics	6.2	9.5	2.6	<< Extensive development of skills in this area may be required

Systems Evaluation	6.4	9.5	7.5	<	A higher skill level may be required
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The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.

Abilities		Similarity of Focus Occupation to Associated Occupation: 93			
Focus Occupation: Arbitrators, Mediators, and Conciliators (23-1022) Associated Occupation: Compensation, Benefits, and Job Analysis Specialists (13-1072)					
Associated Occupation's Key Abilities Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating	Evaluation of Focus Occupation	
Oral Comprehension	12.5	13.3	14.8	>	Current ability level is likely sufficient
Oral Expression	12.4	13.0	15.6	>	Current ability level is likely sufficient
Written Comprehension	11.0	13.0	14.4	>	Current ability level is likely sufficient
Deductive Reasoning	10.6	12.6	12.9	0	Current ability level may be sufficient
Near Vision	11.1	11.7	12.6	0	Current ability level may be sufficient
Problem Sensitivity	11.1	11.6	12.2	0	Current ability level may be sufficient
Written Expression	9.8	11.5	14.4	>	Current ability level is likely sufficient
Speech Clarity	10.2	11.1	13.0	>	Current ability level is likely sufficient
Category Flexibility	9.0	10.6	8.2	<	Some improvement in abilities may be required
Mathematical Reasoning	6.3	9.7	4.3	<<	Extensive improvement in abilities may be required
Number Facility	6.3	9.7	3.6	<<	Extensive improvement in abilities may be required

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.

Activities that Both Occupations Have in Common		Similarity of Focus Occupation to Associated Occupation: 70
Focus Occupation: Arbitrators, Mediators, and Conciliators (23-1022) Associated Occupation: Compensation, Benefits, and Job Analysis Specialists (13-1072)		
Work Activities	Exclusivity of Activity	
Arbitrate personnel disputes	92	
Communicate technical information	4	
Make presentations	13	
Use interpersonal communication techniques	10	
Use interviewing procedures	23	

Not all positions in these occupations will necessarily perform all of the listed activities. The exclusivity rating is an indication of how unique the activity is amongst all occupations. The maximum rating is 100. High scores indicate that only a small number of occupations engage in that activity.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.

Tools and Technologies that Both Occupations Have in Common

Similarity of Focus
Occupation to Associated
Occupation: 92

Focus Occupation: Arbitrators, Mediators, and Conciliators (23-1022)

Associated Occupation: Compensation, Benefits, and Job Analysis Specialists (13-1072)

Tools and Technologies	Exclusivity
Business function specific software	1
Computers	1
Content authoring and editing software	1
Data management and query software	1
Duplicating machines	6
Information exchange software	1
Network applications software	1

Not all positions in these occupations will necessarily use all of the listed tools and technologies. The exclusivity rating is an indication of how unique the tool or technology is amongst all occupations. The maximum rating is 100. High scores indicate that only a small number of occupations use that tool or technology.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.